### Camden Collingswood Boro Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	1,710.0	1,813.0	1,961.0
On Roll Special Ed Full-Time	301.0	333.0	297.0
On Roll Subtotal	2,011.0	2,146.0	2,258.0
In Private School Placements	2.0	2.0	2.0
Sent to Other Districts Regular	1.0	5.0	4.0
Sent to Other Districts Special Ed	8.0	11.0	12.0
Received	334.0	413.0	386.0
In State Facilities	1.0		0.0

### Camden Collingswood Boro Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Local Tax Levy	10-1210	15,743,934	16,058,813	16,641,350
	Total Tuition	10-1300	5,031,214	6,304,716	6,620,332
Conoral Fund Dovonuos from Local Courses	Unrestricted Miscellaneous Revenues	10-1XXX	592,523	367,800	334,411
General Fund Revenues from Local Sources	Interest Earned on Maintenance Reserve	10-1XXX	0	475	475
	Interest Earned on Capital Reserve Funds	10-1XXX	3,555	2,100	2,100
	Total Revenues from Local Sources		21,371,226	22,733,904	23,598,668
	School Choice Aid	10-3116	199,563	332,864	350,401
	Categorical Transportation Aid	10-3121	176,430	176,430	176,430
	Extraordinary Aid	10-3131	43,259	24,000	24,000
	Categorical Special Education Aid	10-3132	924,652	1,012,100	1,012,100
	Equalization Aid	10-3176	7,838,657	7,838,657	7,872,265
	Categorical Security Aid	10-3177	267,409	341,486	341,486
General Fund Revenues from State Sources	Adjustment Aid	10-3178	920,794	783,307	783,307
	PARCC Readiness Aid	10-3181	16,010	0	0
	Per Pupil Growth Aid	10-3182	16,010	0	0
	Professional Learning Community Aid	10-3183	16,430	0	0
	Other State Aids	10-3XXX	47,081	0	0
	State Reimbursement for Lead Testing of Drinking Water	10-3300	511	0	0
	Total Revenues from State Sources		10,466,806	10,508,844	10,559,989
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	68,396	46,409	102,628
General Fund Nevendes IIOM Federal Sources	Total Revenues from Federal Sources		68,396	46,409	102,628
	Budgeted Fund Balance-Operating Budget	10-303	0	2,016,939	2,800,874
General Fund Revenues from Other Sources	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	750,000	0
	Adjustment for Prior Year Encumbrances		0	57,784	0
	Actual Revenues (Over)/Under Expenditures		-20,600	0	0
General Fund Revenues	Total Operating Budget		31,885,828	36,113,880	37,062,159
Special Poyanua Fund Poyanuas from Legal Sources	Other Revenue from Local Sources	20-1XXX	11,622	0	0
pecial Revenue Fund Revenues from Local Sources	Total Revenues from Local Sources	20-1XXX	11,622	0	0

#### Camden Collingswood Boro Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Preschool Education Aid	20-3218	0	678,327	1,986,754
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	115,285	142,179	105,900
	Total Revenues from State Sources		115,285	820,506	2,092,654
	Title I	20-4411-4416	415,432	417,497	342,932
	Title II	20-4451-4455	19,597	40,771	37,500
	Title III	20-4491-4494	15,584	0	0
Special Revenue Fund Revenues from Federal Sources	Title IV	20-4471-4474	7,258	25,063	20,280
	I.D.E.A. Part B (Handicapped)	20-4420-4429	515,992	497,598	437,710
	Other	20-4XXX	22,500	12,182	12,182
	Total Revenues from Federal Sources		996,363	993,111	850,604
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	0	148,850
Special Revenue Fund Revenues	Total Grants and Entitlements		1,123,270	1,813,617	3,092,108
Debt Contine Fund Devenues from Legal Courses	Local Tax Levy	40-1210	1,293,763	1,289,163	1,275,562
Debt Service Fund Revenues from Local Sources	Total Revenues from Local Sources		1,293,763	1,289,163	1,275,562
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,293,763	1,289,163	1,275,562
Debt Service Fund Revenues	Total Repayment of Debt		1,293,763	1,289,163	1,275,562
All Fund Revenues	Total Revenues/Sources		34,302,861	39,216,660	41,429,829
Devenues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	0	148,850
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		34,302,861	39,216,660	41,280,979

# Camden Collingswood Boro Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	10,564,484	11,071,258	12,013,538
General Fund Current Expenses for Instruction	Special Education-Instruction	11-2XX-100-XXX	2,725,875	3,205,319	3,215,60
	Basic Skills/Remedial-Instruction	11-230-100-XXX	872,723	1,169,718	852,79
	Bilingual Education-Instruction	11-240-100-XXX	142,895	149,500	152,70
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	129,241	157,054	137,20
	School-Sponsored Athletics-Instruction	11-402-100-XXX	646,899	667,119	730,45
	Before/After School Programs	11-421-XXX-XXX	2,420	4,500	2,50
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	505,079	566,457	694,56
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	17,000	26,075	35,96
	Undistributed Expenditures-Health Services	11-000-213-XXX	426,448	474,925	682,18
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	297,226	376,157	408,14
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	463,892	462,172	497,1
	Undistributed Expenditures-Guidance	11-000-218-XXX	499,441	673,864	579,6
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	802,566	882,922	1,146,40
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	545,338	653,342	497,0
Occasional Friend Original Friends and Friends for Original Compilers	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	369,478	390,355	380,3
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	351,774	392,615	383,0
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	658,578	677,422	635,9
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,328,596	1,414,957	1,578,0
	Undistributed Expenditures-Central Services	11-000-251-XXX	412,037	430,070	427,8
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	8,805	9,042	9,0
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,210,752	3,277,141	3,407,80
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	580,995	559,050	633,0
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	5,465,204	6,310,774	6,347,00
	Total Undistributed Expenditures		15,943,209	17,577,340	18,343,30
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	475	4
General Fund Current Expenses	Total General Current Expense		31,027,746	34,002,283	35,448,56

# Camden Collingswood Boro Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Equipment	12-XXX-XXX-730	146,777	174,487	96,050
	Facilities Acquisition and Construction Services	12-000-400-XXX	419,481	1,654,846	1,035,346
Capital Outlay	Increase In Capital Reserve	10-604	0	0	250,083
	Interest Deposit to Capital Reserve	10-604	0	2,100	2,100
	Total Capital Outlay		566,258	1,831,433	1,383,579
Charles Cahaal Evpanaga for Cummar Cahaal	Summer School-Instruction	13-422-100-XXX	11,985	15,536	14,872
Special School Expenses for Summer School	Total Summer School	13-422-X00-XXX	11,985	15,536	14,872
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	11,985	15,536	14,872
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	279,839	264,628	215,141
General Fund Expenses and Translers	General Fund Grand Total		31,885,828	36,113,880	37,062,159
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	11,622	0	0
Consider Developer Fund Frances for Described Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	0	405,542	1,345,468
	Support Services	20-218-200-XXX	0	222,785	755,948
Special Revenue Fund Expenses for Preschool Education Aid	Facility Acquisition and Construction Services	20-218-400-XXX	0	50,000	34,188
	Total Preschool Education Aid	20-218-XXX-XXX	0	678,327	2,135,604
	Nonpublic Textbooks	20-XXX-XXX-XXX	6,729	7,423	6,900
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	52,439	58,798	52,000
Special Revenue Fund Expenses for Other State Projects	Nonpublic Handicapped Services	20-XXX-XXX-XXX	25,136	36,621	20,000
Special Nevertue Fund Expenses for Other State Frojects	Nonpublic Nursing Services	20-XXX-XXX-XXX	14,597	13,483	12,000
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	5,484	5,004	5,000
	Nonpublic Security Aid	20-XXX-XXX-XXX	10,900	20,850	10,000
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	115,285	820,506	2,241,504
	Title I	20-XXX-XXX-XXX	415,432	417,497	342,932
	Title II	20-XXX-XXX-XXX	19,597	40,771	37,500
	Title III	20-XXX-XXX-XXX	15,584	0	0
Special Revenue Fund Expenses for Federal Projects	Title IV	20-XXX-XXX-XXX	7,258	25,063	20,280
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	515,992	497,598	437,710
	Other	20-XXX-XXX-XXX	22,500	12,182	12,182
	Total Federal Projects	20-XXX-XXX-XXX	996,363	993,111	850,604

### Camden Collingswood Boro Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Expenses	Total Special Revenue Funds		1,123,270	1,813,617	3,092,108
Debt Canica Fund Funance	Total Regular Debt Service	40-701-510-XXX	1,293,763	1,289,163	1,275,562
Debt Service Fund Expenses	Total Debt Service Funds		1,293,763	1,289,163	1,275,562
All Fund Expenses	All Fund Expenses Total Expenditures/Appropriations				41,429,829
Forman Not of Transform	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	148,850
Expenses Net of Transfers	Total Expenditures Net of Transfers		34,302,861	39,216,660	41,280,979

# Camden Collingswood Boro Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
	Capital Reserve	1,137,539	1,141,094	393,194	645,377
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	250,000	250,000	250,475	250,950
Destricted for Coneral Operating Budget	Legal Reserve	4,029,668	4,046,543	2,029,604	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	0	0	0	0
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0
	General Operating Budget	649,095	656,976	1,162,393	391,123
Unrestricted	Repayment of Debt	0	0	0	0

Camden

Advertised Per Pupil Cost Calculations

Collingswood Boro

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$14,867	\$15,021	\$15,462	\$15,737	\$16,097
Total Classroom Instruction	\$8,788	\$8,881	\$9,378	\$9,396	\$9,632
Classroom-Salaries and Benefits	\$8,032	\$8,101	\$8,327	\$8,517	\$8,465
Classroom-General Supplies and Textbooks	\$375	\$324	\$600	\$400	\$569
Classroom-Purchased Services	\$380	\$456	\$451	\$479	\$598
Total Support Services	\$2,271	\$2,326	\$2,362	\$2,601	\$2,764
Support Services-Salaries and Benefits	\$2,035	\$2,058	\$2,084	\$2,314	\$2,367
Total Administrative Costs	\$1,467	\$1,474	\$1,445	\$1,463	\$1,457
Administration Salaries and Benefits	\$1,253	\$1,267	\$1,239	\$1,243	\$1,252
Total Operations and Maintenance of Plant	\$1,861	\$1,870	\$1,809	\$1,805	\$1,774
Operations and Maintenance-Salaries and Benefits	\$1,207	\$1,233	\$1,209	\$1,204	\$1,156
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$479	\$468	\$467	\$470	\$469
Total Equipment Costs	\$42	\$74	\$44	\$105	\$58
Legal Costs	\$36	\$21	\$23	\$23	\$25
Employee Benefits as a percentage of salaries*	26.91%	26.62%	29.00%	28.29%	28.02%

<sup>\*</sup>Does not include pension and social security paid by the State on-behalf of the district.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: http://www.state.nj.us/education/guide/. This publication is also available in the board office and public libraries. The same calculations were performed using the 2018-19 revised appropriations and the 2019-20 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

<sup>\*\*</sup>Federal and State funds in the blended resource school-based budgets.

### Camden Collingswood Boro Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Business Services	Collingswood provides comprehensive business office services to the Oaklyn Public School District	0
Curriculum Services	Collingswood provide curriculum services to the Oaklyn Public School District	0
Custodial and Maintenance Services	Collingswood provides comprehensive custodial and maintenance services to the Oaklyn school district. In addition, we provide maintenance services to neighboring districts.	0
Insurance Coverages and Benefits	Collingswood purchases insurance through Joint Insurance funds for all lines; SHIF and the BCIP JIF	0
Municipal/Public Works	Collingswood contracts with the Borough of Oaklyn for trash removal	0
Others	Collingswood utilizes CCESC for transportation services	0
Professional Staff Development	Collingswood includes Oaklyn and neighboring districts in Professional Development Activities	0
Donali antin u	Collingswood provides purchasing services for the Oaklyn Public School district	0
Purchasing	Collingswood is a member of Ed Data coop, MRESC, HRESC	0
Special Education Services	Collingswood provides Child Study team services to the Oaklyn Public School district	0
Staffing - Other	Collingswood provides speech services to the Oaklyn School district	0
Superintendent and Assistant Sup.	Collingswood provides Superintendent and full administrative services to the Oaklyn Public School District	0
Technology Services	Collingswood provides Oaklyn comprehensive technology services. In addition, on a time and materials basis, we contract with neighboring districts	0

### Camden Collingswood Boro Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	16,237,581
	(D) Total School Levy	17,297,443
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,066,441,700
Calling ways and Dan	(H) Estimated Equalized Valuation (as of 10/01/18)	1,080,269,145
Collingswood Bor	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.5226
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.6220
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.5031
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.6012

Name	Category	Measure
	Job Title	Other
	Job Title II	Director B&G
	Base Annual Salary Amount	\$118,340
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Υ
	Shared County	07
	Shared District	3770
	Job Title Other District	Shared B&G director
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
Al Hird	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$948
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$5,000
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$24,520
	Contractual Post-Employment Benefit Description of Payout of Sick days	At time of retirement only
	Contractual Post-Employment Benefit Description of Payout of Vacation days	A time of retirement only
	Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Al Hird	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$148,975
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Υ
	Shared County	07
	Shared District	3770
	Job Title Other District	Shared Business Administr
Deth Arm Calaman DCDA	Member of Collective Bargaining Unit (CBU)?	N
Beth Ann Coleman RSBA	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported

Name	Category	Measure
	Total Allowances Amount	\$5,633
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$12,500
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$26,616
	Contractual Post-Employment Benefit Description of Payout of Sick days	capped at 15000. paid only at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	paid only at retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout for personal days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Beth Ann Coleman RSBA	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Delli Allii Colelliali NODA	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$181,943
Dr. Scott Oswald	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	07
	Shared District	3770

Name	Category	Measure
	Job Title Other District	Shared Superintendent
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/17
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,900
	Total Bonuses Amount	\$27,000
	Total Stipends Amount	\$15,000
Dr. Scott Oswald	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$28,961
	Contractual Post-Employment Benefit Description of Payout of Sick days	capped at 15,0000 and only at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	at time of retirement only
	Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

Name	Category	Measure
Dr. Scott Oswald	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported